

**ANGLICAN CHURCH OF BERMUDA**  
**SAFEGUARDING POLICY**  
**EXECUTIVE SUMMARY**

Safeguarding (meaning the protection from harm of children and young people, and of adults who are especially vulnerable) is based on biblical principles, human rights and the rule of law.

While it applies specifically to those who engage with children, young people and vulnerable adults, it is first and foremost a function of the whole Church for which everyone has a responsibility.

In the matter of Safeguarding, the Bishop of the Anglican Church of Bermuda as its chief pastor has the final oversight. The Safeguarding Policy has been adopted by the Synod and is binding on the whole Anglican Diocese of Bermuda.

The Safeguarding Policy provides for a Diocesan Safeguarding Team including Lay and Clergy Officers and, in each Parish and at the Cathedral, a Church Safeguarding Person.

It gives official guidance on procedures for the reporting of concerns including the disclosure or suspicion of abuse. It names our key service contacts, both statutory and voluntary, and states the circumstances in which they are to be contacted.

The Safeguarding Policy gives general guidance on being a volunteer with children and young people, and specific direction on health and safety when working with them, on planning the activities in which they take part, on prayer with children and on safe practice in use of the internet.

There is guidance too on the safe recruitment of staff and volunteers, including obtaining references and the mandatory Police Criminal Record Checks and Child Safety Confidential Declaration.

Following a Review of the Policy in its second year of adoption, further inclusion of its relevance to vulnerable adults has been added. There is also the addition of a Volunteer Code of Conduct, which will be a requirement if the Anglican Church is to be a Partner in Prevention with SCARS, the leading child protection organization in Bermuda.

Safeguarding's historical dimension is acknowledged in the Policy, highlighting both the risks associated with any allegations of past abuse which may be made in the future, and the need for ongoing recognition, pastoral care and healing. The Review calls for steps to be taken towards a greater preparedness in this area.

Finally, the Policy cites the text of the Bermudian legislation for protecting children from harm, by which we are bound, and reproduces the recent guidance given by Government on the protection of vulnerable adults. Examples of good Safeguarding practice in other parts of the Anglican Church are also signposted.

**November 2018**